

# Office & Professional Employees International Union | Local 29

**AFL-CIO & CLC**

RECEIVED

Tamara R. Rubyn, President/Business Manager | Patricia G. Sanchez, Secretary-Treasurer/Business Representative

June 12, 2014

2014 JUN 20 AM 10:01  
FEC MAIL CENTER

Federal Elections Commission  
999 E Street, NW  
Washington, DC 20463

MUR #

**6844**

OFFICE OF GENERAL  
COUNSEL

2014 JUN 20 PM 1:58

RECEIVED  
FEDERAL ELECTION  
COMMISSION

**Re: Voluntary Employee Political Contributions**

To Whom It May Concern:

Office and Professional Employees International Union, Local 29, AFL-CIO, CLC (OPEIU 29) hereby files a complaint against Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc. and The Permanente Medical Group, Inc. for non-compliance with Chapter I, Part 114 Corporate and Labor Organization Activity, Section 114.5 Separate segregated funds.

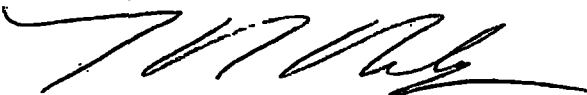
Members of OPEIU 29 have submitted Authorization for Check-Off/Pledge for Voice of the Electorate (VOTE) voluntary contributions to be deducted from their paychecks.

Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc. and The Permanente Medical Group, Inc., have refused to honor the requests. OPEIU 29 has an agreement with Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc. and The Permanente Medical Group, Inc. that they agree to administer a voluntary check-off of employee contributions to union political action funds.

Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc. and The Permanente Medical Group, Inc. has failed to honor employees request for voluntary payroll deductions and violated including but not limited to, Title 11-Federal Elections Section 114.5.

I, Tamara R. Rubyn do swear that the above information is true to the best of my knowledge.

Sincerely,



Tamara R. Rubyn  
President/Business Manager

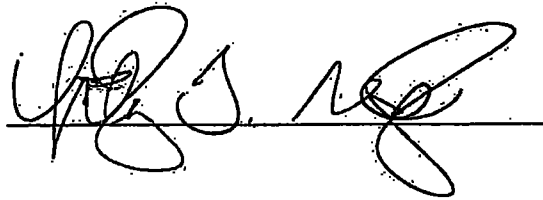
TR/sp(Kaiser/FEC complaint COPE)  
cwa:9415/afl-cio

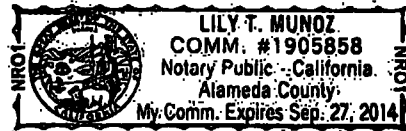
7677 Oakport Street | Suite 480 | Oakland, California 94621 | Phone (510) 746-5960 | Fax (510) 746-5977 | [www.opeiu29.org](http://www.opeiu29.org)

State of California

County of Alameda

Subscribed and sworn to before me on this 12<sup>th</sup> day of June, 2014, by Tamara R. Rubyn,  
proved to me on the basis of satisfactory evidence to be the person(s) who appeared before  
me.





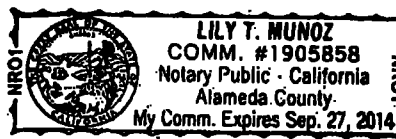
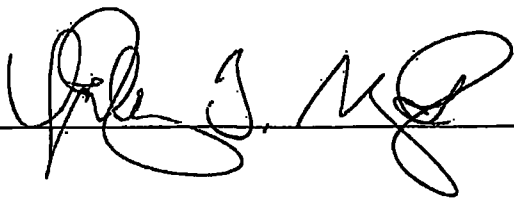
State of California )  
County of Alameda )

## CALIFORNIA JURAT

Subscribed and sworn to (~~or affirmed~~) before me on this 12<sup>th</sup> day  
of June, 20 11, by Tamara R. Rubin

proved to me on the basis of satisfactory evidence to be the person(s)  
who appeared before me.

Signature



Seal

### OPTIONAL INFORMATION

*Although the information in this section is not required by law, it could prevent fraudulent removal and reattachment of this jurat to an unauthorized document and may prove useful to persons relying on the attached document.*

#### Description of Attached Document

This certificate is attached to a document titled/for the purpose of

Voluntary Employee Political Contributions

containing 2 pages, and dated June 12, 2011

#### Additional Information

##### Method of Affiant Identification

Proved to me on the basis of satisfactory evidence:

☒ form(s) of identification ☐ credible witness(es)

Notarial event is detailed in notary journal on:

Page # \_\_\_\_\_ Entry # \_\_\_\_\_

Notary contact: \_\_\_\_\_

Other

☐ Affiant(s) Thumbprint(s) ☐ Describe: \_\_\_\_\_

## SECTION 1

Kaiser Permanente will pay employees for absences in order to participate in grievances, issue resolution meetings, Kaiser Permanente work committees and interest-based negotiations under Section 3.E. of this Agreement. Paying employees for participation in panel arbitrations will be the decision of senior union and management leaders in the region.

The Employer and the leaders of the Partner unions will work together to ensure reasonable notice and to minimize impact on service and care delivery associated with this provision.

### 2. CORPORATE TRANSACTIONS

The parties recognize that unions and Employers do not stand still. Unions merge with each other, or in some cases, split into smaller parts. Employers buy and sell operations, spin off business units, merge with other entities or otherwise restructure their operations.

Through implementation of the Partnership principles embedded in this Agreement, the parties expect to establish open communication concerning business and organizational issues affecting their respective operations. The parties anticipate that in most instances through such communication and the Partner unions' ongoing involvement in Kaiser Permanente's business matters, the unions will be aware of business issues that may cause Kaiser Permanente to consider

transactions such as those described above. In such circumstances, the parties contemplate that they will move to more formal discussions concerning such contemplated transactions as Kaiser Permanente's consideration of options proceeds. The parties intend that the Coalition and the affected Partner unions will be involved in such consideration in a manner consistent with Partnership principles and that the legal and contractual rights of the affected employees will be honored in any resultant transaction.

### 3. VOLUNTARY COPE CHECK-OFF

The Employer agrees to administer a voluntary check-off of employee contributions to Partner union political education and action funds, consistent with the Private Letter Ruling received from the IRS in 2001. The program includes the following provisions:

- contributions to the political education and action funds are voluntary for employees;
- the union is responsible for obtaining check-off authorization from each employee who wishes to have a voluntary payroll deduction; and
- the union will reimburse Kaiser Permanente for the costs of administering the payroll deductions.